

FFCRA Benefit Extension

Updated February 15, 2021

The City of Fond du Lac recognizes that this past year has been challenging for many reasons. The COVID-19 pandemic has been particularly difficult and we have tried our best to make sure employees have access to resources that support your needs.

During 2020, the federal government enacted the Families First Coronavirus Relief Act (FFCRA) which provides benefits for individuals having difficulties related to the COVID-19 pandemic. Those benefits include paid time off to manage difficult situations related to the COVID-19 pandemic.

The FFCRA benefits expired on December 31, 2020.

However, the federal government recently passed the Consolidated Appropriations Act of 2021 which give employers the option to extend FFCRA benefits through March 31, 2021. The City of Fond du Lac decided to extend the FFCRA benefits for its employees. Those benefits include:

- ***Sick leave (EPSLA):*** Employees have access to two weeks (based on their average scheduled work week) of paid sick leave for personal illness or quarantine due to COVID-19. This includes those who are responsible for caring for a dependent who is experiencing illness or quarantine orders due to the virus. This does not include leaves for childcare due to school closure or schedule changes.

The leave will continue to follow a 52-week rolling calendar per FMLA regulations. This is not a renewal of the two-week balance, but an extension if you have not exhausted these hours.

Vaccination. Employees may use up to 1 work day of EPSLA time, if employee's personal balance allows, should they suffer any illness after receiving the COVID-19 vaccination. The CDC states those who receive the vaccine may have some side effects, which are normal signs that the person's body is building protection. These side effects may feel like flu and may even affect ability to do daily activities, but they should go away in a few days. See more information here: www.cdc.gov/coronavirus/2019-ncov/vaccines/expect/after.html

Please contact Human Resources (920-322-3623) if you run into difficult situations. We will help you explore your options.